OLYMPIA, Wash. – SPEEA members testified in support of a bill that would grant Paid Family and Medical Leave (PFML) to union-represented employees at Boeing in Washington state. The members spoke in favor of Senate Bill (SB) 6216 at a public hearing with the Senate Labor and Commerce Committee Jan. 20, surrounded by 10 SPEEA supporters.

In the initial bill creating PFML, Boeing successfully lobbied for the new state law to deny access to PFML for union-represented employees, including the nearly 18,000 engineers and technical workers represented by SPEEA in Washington. Because Prof and Tech contracts do not expire until October 2022, they are unable to access the state program that provides up to 12 weeks of paid time off.

“Adding insult to injury, Boeing has attempted to use the statewide benefit as leverage to extort concessions from SPEEA members and their families – offering access to the program in exchange for drastic cuts to their health care benefits,” said SPEEA Legislative Director Brandon Anderson in testimony at the hearing.

SPEEA members who testified in person at the committee hearing:

• Amy Freiburghaus testified how she took un-paid leave when her daughter was born, which stops her from growing her family. “My family’s reality is that our savings have not recovered from the last un-paid leave we took when our precious daughter was born. Honestly, we shouldn’t have to make these choices.”

• Justin Hoehn testified how he’s looking forward to getting married this summer. He and his fiancée are worried, because of their age, they may not be able to wait to start a family until the contracts expire. “Otherwise, we’ll be choosing between financial hardship in order to support the emotional development with our future children or choose at least one of us to sacrifice their time and bonding in order to pay our bills.”

• Dan Nowlin testified on behalf of parents on the other side of the benefit. He took time off when his adult son was diagnosed with stage 4 esophageal cancer. Then, he took off more time to attend his father’s funeral and manage issues related to his father’s estate. Then his wife started having fainting spells causing her to fall. “Because we spent the majority of my compensated time off, I didn’t have the resources to help.”

After the hearing, a few SPEEA members stayed to meet with lawmakers and staff to discuss SB 6216. That evening, the members handed out informational fliers at a Boeing event for state lawmakers.

What you can do

If you live in Washington state, send a letter to your senator and representatives. Go to www.speea.org – the link is under the subhead: “Take action to end the Boeing loophole.”
Labor law overview at Everett

Council Reps and members learned more about labor law and the history of the National Labor Relations Act (NLRA) and National Labor Relations Board (NLRB). Attorney Carrie Blackwood, former SPEEA Everett contract administrator, presented the labor law overview Jan. 6. Of the 15 members who attended, about half were Council Reps. Blackwood is a lawyer at Barron/Smith/Daugert, PLLC, in Bellingham, Wash.

10 run for three Executive Board officer roles

Updated from print version

Ten SPEEA members are running for three Executive Board openings.

President
- John Dimas
- Ryan Rule
- Joel Funfar
- Uğur Mehmet Köksu
- Tami Reichersamer

Treasurer
- Douglas Brazeal
- Michelle Cooper
- Mike Shea

Secretary
- Jimmie Mathis
- Shauna Winton

The SPEEA Tellers Committee, which oversees union elections, announced an additional candidate, Tami Reichersamer, for president, after this issue of SPEEA News was printed. The Tellers conducted a new random drawing Jan. 23 to determine the ballot order (listed above).

The Tellers’ decision came after further review of the candidate’s eligibility criteria. The Tellers informed the other candidates for president.

Ballot packages, including candidate statements and responses to Council-approved questions, go in the mail by Feb. 26 to the homes of all members in good standing. Voted ballots are due by noon (local time) Wednesday, March 11 at either a SPEEA ballot box at your nearest hall or the SPEEA Post Office Box.

The newly elected Executive Board officers start their two-year terms March 25.

No company email or bulletin board use allowed

No campaign material is allowed on bulletin boards in the workplace. Federal law also prohibits the use of company email for candidates and their supporters.

Members needed for regional Tellers Committees

With only three candidates seeking seats on the regional Tellers Committees, more members are needed to fill vacancies. The committees oversee union elections with training and support from staff.

Northwest Tellers
- Michael Knopp
- Sulena Kumnertsena

Midwest Tellers
- Joymesia Lee

If you’re interested, print the petition and information at www.speea.org (drop-down menu for Councils/Forms and Petitions).
Learning tips for level upgrade process

SPEEA contract administrators taught a class on how to pursue a level upgrade at the Puget Sound union halls. Shown here are some of the 10 who attended in Everett last month. Council Reps can host a lunchtime meeting for members interested in their area. Contact your Council Rep if interested. Council Rep contact information is on the SPEEA bulletin boards and at www.speea.org (drop-down menu: Member Tools/Find your Council Rep).

Monitoring 737 MAX grounding, Spirit announces layoffs

SPEEA continues to monitor 737 MAX developments at The Boeing Company and Spirit AeroSystems regarding the shutdown of the line in Renton and the suspension of work and layoffs in Wichita. The required 60-day WARN notice of layoffs at Spirit arrived in the SPEEA office Jan. 10. Of the announced 2,800 layoffs, company officials expect to cut 186 positions in the Wichita Technical and Professional Unit (WTPU) and 44 in the Wichita Engineering Unit. The layoffs in SPEEA bargaining units could start as soon as Feb. 7. Recent negotiations added layoff benefits for SPEEA-represented employees in the WEU and WTPU.

Boeing maintains there are currently no plans for layoffs of SPEEA-represented employees. Boeing said during the shutdown, some employees will be temporarily re-assigned, but everyone will have a job and work to perform. SPEEA continues to assess and monitor the situations at Boeing and Spirit for our represented employees to ensure all provisions of our collective bargaining unit agreements are followed.

Kansan Aviation Workers Layoff Resources – links at www.speea.org
• United Way of the Plains – Laid-off workers assistance
• Kansas Department of Labor – Aviation Worker Response

SPEEA calls on Boeing to be honest with employees

Boeing’s announcement of the 2020 Salary Adjustment Funds is a new low for company leadership currently mired in a series of scandals of their own making. Under the terms of the SPEEA-Boeing collective bargaining agreements, Profs and Techs are entitled to a 5% lump sum payment plus any additional raise pools the company decides to supplement with. The raise fund amounts announced by the company Jan. 13 were contrived by management so no individual is guaranteed to receive anything beyond the artificially reduced lump sum.

SPEEA-represented employees deserve better than this from their company leadership. See the full story at www.speea.org.
Promote Weingarten rights in case the ‘boss wants to talk’

Not everyone in a SPEEA bargaining unit realizes they have someone they can call if the ‘boss wants to talk.’ Help promote this union right that applies to all represented employees.

Council Reps receive training to attend disciplinary, investigatory and/or performance meetings on behalf of represented employees to help ensure communication is clear, the contract is adhered to and help is provided if follow up is needed.

Supreme Court ruling

This is called Weingarten Rights based on a Supreme Court ruling that an employee is entitled to have a union representative present during any interview which may result in his or her discipline.

If employees are in a SPEEA-bargaining unit, they can request to have a Council Rep or contract administrator present. This applies to investigatory or disciplinary requests. Weingarten rights also apply whether the request came in an email or phone call rather than in person.

Bargaining unit employees are not required to create a statement nor are they compelled to sign one.

How to invoke your Weingarten rights

If SPEEA-represented employees are called into an investigatory meeting, they may ask for the meeting to be postponed until they can speak with their Council Rep and have them present. Then, they must contact their Council Rep or call the nearest SPEEA office.

Executive Board mini-minutes – Jan. 7

Attendees: Joel Funfar, Jimmie Mathis, Ryan Rule, Daniel Peters, Dan Nowlin, Mike Shea, Keith Covert

Council officers: Mike Arrington, Tony Hickerson, R Matthew Joyce, Doug Brazeal, Chris Streckfus

Staff: Ray Goforth, Robin Fleming, B.J. Moore, Rich Plunkett, Steve Spyridis, Bill Dugovich

At their meeting, the Board:

- Approved extending a contract offer to Ray Goforth, SPEEA executive director.

2020 dues adjusted

Based on the annual re-calculation of SPEEA dues, the monthly rate for 2020 is $49.09. The adjusted rate begins Feb. 6. Per the SPEEA constitution, the dues are set at 85% of the average hourly rate. Boeing data issues caused a delay in the calculation.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>Monday, Jan. 27</td>
<td>4:30 p.m.</td>
<td>NW Legislative &amp; Public Affairs</td>
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<tr>
<td>Tuesday, Jan. 28</td>
<td>4:30 p.m.</td>
<td>Everett – 425-355-2883</td>
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<tr>
<td>Wednesday, Jan. 29</td>
<td>4:00 p.m.</td>
<td>Tukwila – 206-433-0991</td>
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<tr>
<td>Thursday, Jan. 30</td>
<td>4:00 p.m.</td>
<td>Wichita – 316-682-0262</td>
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<tr>
<td>Thursday, Jan. 30</td>
<td>5:00 p.m.</td>
<td>Executive Board</td>
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MIDWEST MEETINGS

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<tr>
<th>Date</th>
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<th>Event</th>
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<tbody>
<tr>
<td>Monday, Feb. 3</td>
<td>4:00 p.m.</td>
<td>Council Officers</td>
</tr>
<tr>
<td>Monday, Feb. 3</td>
<td>4:30 p.m.</td>
<td>NW Safety &amp; Wellness</td>
</tr>
<tr>
<td>Tuesday, Feb. 4</td>
<td>4:40 p.m.</td>
<td>SPEEA Leadership &amp; Development &amp; Training</td>
</tr>
<tr>
<td>Wednesday, Feb. 5</td>
<td>4:30 p.m.</td>
<td>NW Action and Communication Taskforce</td>
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<tr>
<td>Thursday, Feb. 6</td>
<td>4:00 p.m.</td>
<td>Executive Board</td>
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<thead>
<tr>
<th>Date</th>
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<tbody>
<tr>
<td>Tuesday, Feb. 11</td>
<td>4:30 p.m.</td>
<td>NW Tellers</td>
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<tr>
<td>Tuesday, Feb. 11</td>
<td>4:30 p.m.</td>
<td>NW Membership Activities</td>
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<tr>
<td>Wednesday, Feb. 12</td>
<td>4:00 p.m.</td>
<td>SPEEA Diversity</td>
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<tr>
<td>Thursday, Feb. 13</td>
<td>5:00 p.m.</td>
<td>NW Council</td>
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Executive Board mini-minutes – Dec. 19

Attendees: Joel Funfar, Jimmie Mathis, Ryan Rule, Daniel Peters, Dan Nowlin, Mike Shea, Keith Covert

Council officers: Mike Arrington, Tony Hickerson, R Matthew Joyce, Doug Brazeal, Chris Streckfus

Staff: Ray Goforth, Robin Fleming, B.J. Moore, Rich Plunkett, Steve Spyridis, Bill Dugovich

At their meeting, the Board:

- Approved $688.13 for up to 20 members to participate in rock climbing at Seattle Vertical World, Saturday, March 14.
- Approved the terms and conditions and up to $500 for a mini golf event at the Flatstick Pub in Kirkland, Wash., Friday, Jan. 17.
- Approved up to 40 hours compensated time and $5,000 expenses each for Emily Brent-Fulps, Emily Forrest, David Garrett, Michelle Gramke, Ronda Cockrell and Dan Nowlin to participate in the IFTPE Legislative Advocacy Conference Feb. 3-6 in Washington, D.C.
- Approved Byron Henderson the use of the SPEEA Everett Hall on Saturday, Jan. 4.
- Approved extending a contract offer to Ray Goforth, SPEEA executive director.